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Agreement

BETWEEN

THE
GOV'T. OF THE PROVINCE OF ALBERTA

AND

THE
CIVIL SERVICE ASSOCIATION OF ALBERTA

MAY 1, 1972

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THIS AGREEMENT MADE THIS 28th DAY

OF March A.D. 19 72

BETWEEN

THE GOVERNMENT OF THE PROVINCE OF ALBERTA
(Hereinafter referred to as "the Employer")

OF THE FIRST PART

AND

THE CIVIL SERVICE ASSOCIATION OF ALBERTA
(Hereinafter referred to as "the Association")

OF THE SECOND PART

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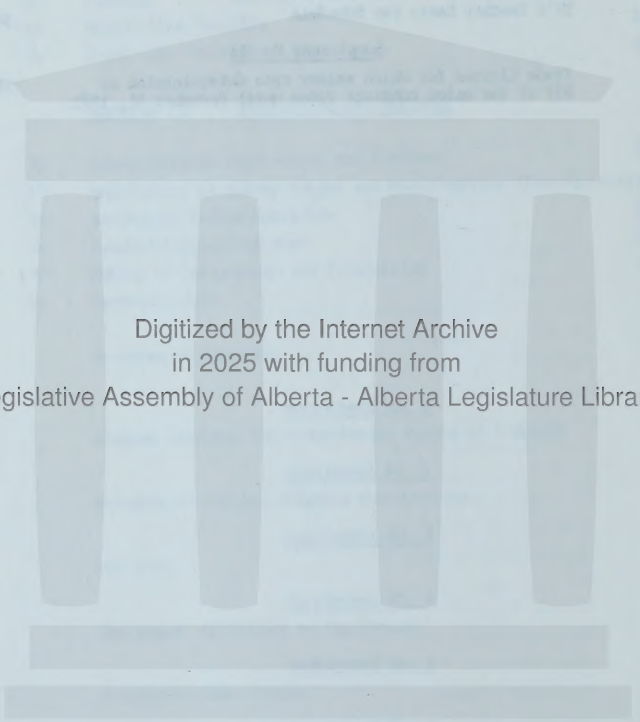

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WHEREAS, Her Majesty in the Right of the Province of Alberta has granted the Association the sole right to negotiate on behalf of Her Majesty's employees pursuant to Section 26 of the Public Service Act;

AND WHEREAS, the Parties are mutually desirous of entering into an Agreement with the intent and purpose to promote a harmonious relationship between the said employees and the Government of the Province of Alberta, and to set forth in this Agreement rates of pay, hours of work and conditions of employment to be observed between the Parties;

NOW THEREFORE, the Parties hereto mutually agree as follows:

ARTICLE 1

Interpretation

1.01 In this Agreement, unless the context otherwise requires;

(a) A word used in the masculine gender applies also in the feminine;

(b) A word used in the singular applies also in the plural;

(c) "Act" means the Public Service Act as from time to time amended;

(d) "Association" or "Employee Association" means the Civil Service Association of Alberta;

(e) "Commissioner" means the Public Service Commissioner;

(f) "Department" in addition to its ordinary meaning includes any establishment or organizational unit designated as a department by the Lieutenant Governor in Council;

(g) "Deputy Head" means the chief officer of a department;

(h) "Designated Officer" means an employee who is authorized on behalf of the Employer to deal with grievances;

(i) "Dismiss" means to dismiss a person from employment under Section 25 of The Public Service Act;

(j) "Grade" means the periods within a pay grade, excluding the long service increment, as set out in the pay grid Supplement No. 3, assigned to a class;

(k) "Liaison Officer" means a person who is selected by the employees of the bargaining unit to act on behalf of those employees;

(l) "Long Service Increment" means one period above the maximum salary;

(m) "Maximum Salary" means the highest period of the highest grade assigned to a class;

Article 1 (cont'd)

(n) "Minimum Salary" means the lowest period of the lowest grade assigned to a class;

(o) "Month" means a calendar month;

(p) "Multiple Grade" means a combination of two or more successive grades assigned to a class;

(q) "Period" means a salary rate in the pay grid as set out in Supplement No. 3;

(r) "Permanent Employee" means an employee who occupies a permanently established position and has successfully completed a probationary period;

(s) "Permanent Position" means a position the duties of which are of an indefinite continuing nature;

(t) "Probationary Employee" means an employee who occupies an established position for a trial period;

(u) "Public Service Grievance Board" means a board established to recommend settlement of a dispute arising from the interpretation, application or any alleged violation of this Agreement or disciplinary action resulting in dismissal, suspension, demotion, or a financial penalty;

(v) "Temporary Position" means a position the duties of which are of limited or uncertain duration;

(w) "Vacation Leave" means annual vacation leave with pay granted to an employee;

(x) "Work Day" means any day on which an employee is expected to be at his place of employment.

ARTICLE 2

Jurisdiction

2.01 The terms of this Agreement shall apply to all salaried employees in the Bargaining Unit who occupy positions in the classification plan of the Government of the Province of Alberta.

ARTICLE 3

Management Recognition

3.01 The Association recognizes that all functions, rights, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are retained by the Employer.

ARTICLE 4

Future Legislation and the Collective Agreement

4.01 In the event that any law passed by the Government of Alberta renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement.

ARTICLE 5

Association Membership and Dues Check-Off

5.01 All employees included in the Bargaining Unit covered by this Agreement shall become members of the Association as a condition of employment. An employee, who has a moral or religious objection to becoming a member of the Association, shall be permitted to opt out of membership by providing the Association with a signed statutory declaration outlining the objection within either sixty (60) consecutive calendar days from May 1, 1972 or from the date of commencement of employment but such employee shall continue to pay Association dues.

5.02 Subject to Section 5.03, the Employer will, as a condition of employment deduct the amount of the Association membership dues from the monthly pay of all employees in the Bargaining Unit covered by this Agreement.

5.03 Membership dues will not be deducted from employees occupying temporary positions for less than three (3) consecutive months.

5.04 The Association agrees that for purposes of this Article all employees are members of the Association except those who have voluntarily opted out in accordance with Section 5.01.

ARTICLE 6

Solicitation for Membership

6.01 Solicitation or canvass concerning membership in the Association will not be allowed during working hours.

ARTICLE 7

Appointment of Liaison Officers

7.01 The Employer acknowledges the right of the Civil Service Association of Alberta to select employees as Liaison Officers.

7.02 The Employer and the Association shall determine the number of Liaison Officers and the jurisdiction of each Liaison Officer, having regard to the plan of organization, the distribution of employees at the work place and the administrative structure implied by the grievance procedure.

7.03 The Employer recognizes the Liaison Officer as an official representative of the Association.

ARTICLE 8

Time Off for Association Business

8.01 Subject to Sections 8.04 and 8.05, time off, without loss of regular earnings, will be provided for Association Officers and Members to conduct Official Association Business on the following basis:

(a) Members of the Statutory Negotiating Committee, not to exceed three (3) in number, for time spent meeting with representatives of the Employer during the negotiation of a Collective Agreement,

(b) A Liaison Officer and complainant for time spent investigating a complaint; and a Liaison Officer and grievor for time spent in discussing written grievances as outlined in the grievance procedure,

(c) Authorized Association Representatives, not to exceed three (3) in number, for time spent meeting with representatives of the Employer at formal employee-management committees (an exception being Employee-Management Advisory Committees where up to five (5) representatives may be allowed to attend) where matters of mutual concern are discussed.

8.02 Subject to Sections 8.04 and 8.05, time off, without loss of regular earnings, may be provided to Association Members on the following basis:

(a) Members of the Provincial Executive Administrative Board to attend meetings which are normally held monthly on a Friday.

Article 8 (cont'd)

8.02 (b) Members of the Provincial Executive to attend the general meeting which is normally held in conjunction with the Provincial Executive Administrative Board meeting every second month commencing on a Friday at 1:00 p.m. and carrying on through Saturday.

8.03 Subject to Sections 8.04 and 8.05, time off, without pay, may be provided to Association Members on the following basis:

(a) Members of the Association Bargaining Committee to attend meetings which are normally held every second month on a Saturday,

(b) Members elected as delegates to attend the Annual Convention of the Civil Service Association of Alberta,

(c) Members designated as delegates representing the Association at conventions of other employee organizations,

(d) Members elected as representatives of the Association to attend Seminars and Branch Meetings. It is understood that wherever possible such Seminars and Branch Meetings will be held during periods when Government Offices are closed.

8.04 In all of the foregoing provisions, no request for time off shall be considered unless it is made sufficiently in advance of the date the time off is required.

8.05 The Employer may refuse to grant permission for time off where disruption of work or other difficulty may arise, however, time off shall not be unreasonably denied.

8.06 To facilitate the administration of Section 8.03 of this Article, the Employer will grant the leave of absence with pay and invoice the Association for the salary costs incurred.

ARTICLE 9

Terms of Employment

9.01 The Employer during the life of this Agreement may, with the agreement of the Association,

(a) increase rates of employee compensation, or

(b) add to any employee entitlement, or

(c) extend employee rights

Article 9 (cont'd)

9.01 which are contained within this Agreement and upon such agreement these changes shall become the rates, entitlement, or employee rights.

9.02 The Employer may, during the term of this Agreement, establish salaries and terms and conditions of employment covering amendments to the Classification Plan.

9.03 This Agreement does not by implication require either party to continue any past practice.

9.04 Both parties recognize that they are bound by the Human Rights Act of Alberta.

9.05 Part-time employees shall be eligible for the applicable entitlements of this Agreement provided that

(a) an employee works the minimum amount of time required to establish eligibility as prescribed in regulations, and

(b) any entitlement shall be prorated in accordance with part-time salary earned.

ARTICLE 10

Hours of Work

10.01 The normal hours of work for employees covered by this Agreement shall be

(a) 36¼ hours per week, or

(b) 40 hours per week, or

the equivalent thereof on an annual basis.

10.02 The Employer shall endeavor to provide all employees with two (2) fifteen (15) minute rest periods per each full day worked. The granting of rest periods shall not be unreasonably denied.

ARTICLE 11

Attendance

11.01 An employee who is absent from duty without prior authorization shall communicate the reason for his absence to a senior official at his place of work within the time limits set out below:

(a) at least two (2) hours prior to the commencement of a shift, or,

(b) in the case of day workers, within two (2) hours of absence.

11.02 Employees on leave of absence and/or illness for an indeterminate period, or employees who wish to return to work prior to the expiration date of a leave of absence for a fixed period, shall give the Employer notice of intention to return to work in the following manner:

(a) an employee reporting for day work shall give notice during the preceding working day,

(b) an employee reporting for work on an afternoon or midnight to 8 a.m. shift shall give notice no later than noon of the day immediately preceding his return to work.

ARTICLE 12

Notice of Resignation and Termination

12.01 An employee (an exception being teachers and instructors where Article 40 shall apply) who has permanent appointment and fails to provide ten (10) work days' prior written notice of resignation shall from his final salary payment or pension contributions refund, forfeit the amount of salary representative of the number of days by which notice falls short of ten (10) work days. This period of notice shall not include any time during which an employee is absent from work on account of his annual vacation.

ARTICLE 13

Position Abolishment

13.01 The Employer shall give an employee at least thirty (30) consecutive calendar days' prior written notice that his permanent position is to be abolished or pay in lieu thereof.

Article 13 (cont'd)

13.02 The following sections of this Article apply only to a full time permanent salaried employee with more than one (1) year of continuous employment at the time of the notice of position abolishment.

13.03 An employee who meets the following criteria,

(a) has good health, and

(b) is under the age of sixty (60) years and will not reach the age of sixty(60) prior to the expiration of the combined thirty (30) consecutive calendar day notice period as stipulated in Section 13.01 and one hundred and eighty (180) consecutive calendar days' vesting period as stipulated in sub-section (d) of Section 13.04, and

(c) has the ability to perform or learn to perform the duties of another position within the Alberta Public Service within a reasonable period of time, and

(d) cannot be transferred to another position within the Department of which he is a member simultaneously with the receipt of notice that his position is to be abolished

shall accrue the rights under the following sections.

13.04 An employee whose position is declared abolished and who is not simultaneously transferred to another position in the Public Service shall be eligible for placement through limited competition as follows:

(a) during the first two (2) weeks of the thirty (30) consecutive day notice period, the department shall fill all available positions in the same general functional area through competitions limited to those employees whose positions have been declared abolished.

(b) when an entire unit is ceasing operations, or where no alternate position is available to the employee of each abolished position under sub-section (a) of Section 13.04 the Employer shall fill all available positions in the same general functional area throughout the Public Service by operating competitions limited to such employees.

(c) where no alternate position is found for one (1) or more employees under sub-section (b) of Section 13.04 and the thirty (30) calendar day notice period has expired for such employee(s), said employee(s) shall be released from the Public Service.

Article 13 (cont'd)

13.04 (d) employee(s) released from the Public Service under sub-section (c) of Section 13.04 shall be vested with the right to be appointed to the first available position(s) within the same general functional area through competition limited to such employee(s); such vesting to last one hundred and eighty (180) consecutive calendar days commencing with the day following the release of the employee(s).

13.05 Throughout the application of this Article, employees shall be eligible for available positions in order of merit as established by the limited competition process, except that where two or more employees are found to be identical in merit, they shall be eligible for positions in order of their seniority.

13.06 Employees appointed to positions under the application of this Article shall remain permanent employees and shall not be required to serve a probationary period in their new positions.

ARTICLE 14

Overtime

14.01 All overtime must be authorized in such manner and by such person(s) as directed by the Employer.

14.02 Employees who occupy positions in classes which are allocated to the Schedule of Classes Eligible for Overtime (Supplement No. 2) shall be dealt with as follows:

(a) When an employee is required to perform field work the overtime provisions shall not apply for that period of time when the employee is in the field,

(b) An employee may occasionally be required to work extra time not exceeding one-half hour, immediately before or following his normal hours on any regular work day without payment,

(c) Except as provided in Section 14.05 for stage crews, and for Houseparents I and II at the Alberta School for the Deaf, an employee who works in excess of

(i) his normal daily hours of work shall be compensated at one and one-half (1½) times his regular hourly rate of pay for the first four (4) hours and at double his regular hourly rate for overtime worked in excess of four (4) hours, or

Article 14 (cont'd)

14.02 (c) (ii) his normal weekly hours of work shall be compensated at one and one-half (1½) times his regular hourly rate of pay for the first twenty (20) hours and at double his regular hourly rate for overtime work in excess of twenty (20) hours; or

(iii) his normal daily or weekly hours of work shall be allowed time off in lieu of pay calculated at the overtime rates within the next forty-four (44) work days, provided that, however, the forty-four (44) work day time limit may be extended at the employee's request and also, for an employee whose appointment is related to a recognized operational period of less than twelve (12) months' duration, the time limit for extending compensatory time off shall be specified by the Employer, provided that such time off is accorded within a given twelve (12) month period.

14.03 Overtime payment or compensatory time off shall be calculated to the nearest half (½) hour and shall not be allowed twice for the same hours.

14.04 An employee who is required to take compensatory time off must be notified at least one (1) full work day before the day on which leave is taken.

14.05 Overtime compensation for stage crews employed at the Provincial Auditorium and for employees in the classification Houseparents I and II at the Alberta School for the Deaf shall be paid as follows:

(a) Stage crews shall be compensated

(i) on a daily basis at one and one-half (1½) times their regular hourly rate of pay for the first four (4) hours of overtime worked in excess of twelve (12) hours and at double their regular hourly rate thereafter,

(ii) on a weekly basis at one and one-half (1½) times their regular hourly rate of pay for the first twenty (20) hours of overtime worked in excess of forty (40) hours and at double their hourly rate thereafter,

Article 14 (cont'd)

14.05 (b) Houseparents shall be compensated

(i) on a daily basis from Monday to Friday inclusive at one and one-half (1½) times their regular hourly rate of pay for the first four (4) hours of overtime worked in excess of nine (9) hours and at double their regular hourly rate thereafter,

(ii) on a weekly basis at one and one-half (1½) times their regular hourly rate of pay for the first twenty (20) hours of overtime worked in excess of forty-five (45) hours and at double their regular hourly rate thereafter, and

(iii) for houseparents working weekend shifts in excess of nine (9) hours, overtime shall be calculated on a weekly basis pursuant to Section 14.05 (b) (ii).

14.06 Overtime pay shall be calculated from the annual salary rate in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.

ARTICLE 15

Call-Back Pay

15.01 When an employee whose position falls within the schedule of classes eligible for overtime (Supplement No. 2) is called back to work outside of scheduled working hours, he shall be paid not less than two (2) hours' overtime. This Article shall not apply when an employee is on field work.

ARTICLE 16

Stand-By Pay

16.01 When an employee whose position falls within the schedule of classes eligible for overtime (Supplement No. 2) is required to be immediately available to return to work, during a period in which he is not on regular duty, he shall be paid the amount of five ($5.00) dollars for each "on-call" period of twenty-four (24) hours or less; however,

Article 16 (cont'd)

16.01 (a) when an employee is brought back to duty during this period the above shall not apply and he shall be deemed to be working overtime and be paid not less than two (2) hours' overtime,

(b) Article 16 shall not apply when an employee is on field work.

ARTICLE 17

Northern Allowance Pay

17.01 An employee occupying a permanent position who is required to be employed on a full time basis at a location in the Province of Alberta north of the fifty-seventh parallel of north latitude shall be paid in addition to his basic salary a northern allowance of twenty-five ($25.00) dollars for each full month served. An employee who

(a) commences employment on or before the 15th day of the month, or,

(b) terminates employment on or after the 15th day of the month

shall be considered to have worked a full month for the purpose of Section 17.01.

ARTICLE 18

Probationary Period

18.01 The probationary appointment of an employee to a permanent position shall not exceed six (6) continuous months for classes of positions listed in Supplement No. 1, or twelve (12) continuous months for all other positions; provided a department may extend the probationary appointment for a further period or periods each not exceeding six (6) months and not exceeding one (1) year in total.

18.02 Pursuant to Section 18.01, the Employer will notify the employee in writing of an extension of his probationary period and shall give the reason(s) for the extension. In addition, the Employer may also supply the employee with suggestions on how he may improve so that it may be possible for him to become a suitable permanent employee.

Article 18 (cont'd)

18.03 At any time during the probationary period the Employer may terminate the employment of an employee and there shall be no recourse to the grievance procedure.

ARTICLE 19

Paid Holidays

19.01 Employees are entitled to the following holidays with pay:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
Civic Holiday (1 Day)	

19.02 Civic Holiday - if a municipality does not proclaim a Civic Holiday as specified in Section 19.01 and Provincial Government offices in that municipality are not closed, the Employer shall grant an employee either

(a) a day off in lieu with pay at his regular rate at a time specified by the Employer, or

(b) a day's pay at his regular rate.

19.03 An employee who is required to be on duty on any declared paid holiday shall be allowed equivalent time off at a time authorized by the Employer.

ARTICLE 20

Paid Holiday on Regular Day Off

20.01 When a day designated as a paid holiday under Article 19 falls on an employee's regular day off, he shall be granted by the Employer either

(a) a day off in lieu with pay at his regular rate, or

(b) pay at his regular rate for the holiday.

ARTICLE 21

Annual Vacation Leave

21.01 An employee shall not take vacation leave without prior authorization from the Employer.

21.02 An employee (an exception being teachers and instructors covered by Article 41) covered by this Agreement shall be entitled to vacation with pay as follows:

(a) an employee who has completed twelve (12) full calendar months' service as of December 31st, shall receive fifteen (15) work days' vacation,

(b) an employee who has completed fifteen (15) years' service as of December 31st, 1971 or subsequently, shall receive twenty (20) work days' vacation,

(c) an employee who has completed less than twelve (12) full months' service as of December 31st, shall receive one and one-quarter (1¼) work days' vacation for each full calendar month worked from the commencement of his service; provided that when employment has commenced on the first work day of a month that month shall be considered as a full calendar month.

21.03 If one or more paid holidays falls during an employee's annual vacation period, another day or days may be added at the end of the vacation period or as may be authorized by the Employer.

21.04 Reduction of Entitlement - an employee who is granted leave of absence with or without pay, except financially assisted staff development leave, or is absent on authorized sick leave or Workmen's Compensation, shall have his period of vacation leave currently being earned reduced by one and one-quarter (1¼) work days or, if service exceeds fifteen (15) years, by one and two-thirds (1-2/3) work days for every twenty-two (22) work day period or fraction thereof of continued absence after

(a) the first twenty-two (22) work days of leave of absence, or

(b) the first forty-four (44) consecutive work days of sick leave.

21.05 Where an employee is allowed to take any leave of absence, other than sick leave in conjunction with a period of vacation leave, the vacation leave shall be deemed to precede the additional leave of absence.

Article 21 (cont'd)

21.06 An employee who terminates his service or who is terminated, shall receive vacation pay in lieu of such vacation earned but not taken.

21.07 The Employer shall, subject to the operational requirements of the department, make every reasonable effort to grant an employee, upon request, at least two (2) weeks of his annual vacation entitlement during the summer months.

ARTICLE 22

Casual Illness

22.01 "Casual Illness" means an illness which causes an employee to be absent from duty for a period of three (3) consecutive work days or less, and includes dental treatment involving an absence of one-half (½) day or longer which has been given prior authorization by the Employer.

22.02 Leave with pay for casual illness shall not be allowed in the first month of employment.

22.03 Leave with pay for casual illness may be granted at the discretion of the Employer in the second and subsequent months of the first year of employment as follows:

(a) in the second month - one (1) work day,

(b) in the third month - two (2) work days if no leave with pay for casual illness was granted in the second month,

(c) in subsequent months leave with pay may be granted for all or part of the period of casual illness as defined by Section 22.01

provided that the total period does not exceed

(i) three (3) work days in the first four (4) months,

(ii) four (4) work days in the first five (5) months,

(iii) five (5) work days in the first six (6) months,

(iv) six (6) work days in the first seven (7) months,

(v) seven (7) work days in the first eight (8) months,

(vi) eight (8) work days in the first nine (9) months,

Article 22 (cont'd)

22.03 (c)

(vii) nine (9) work days in the first ten (10) months,

(viii) ten (10) work days in the first eleven (11) months,

(ix) ten (10) work days in the first twelve (12) months.

22.04 In the second and subsequent years of employment leave may be granted, or part thereof, to a maximum of ten (10) work days.

22.05 This Article is subject to Article 24.

ARTICLE 23

General Illness

23.01 "General Illness" means an illness which causes an employee to be absent from duty for a period of more than three (3) consecutive work days.

23.02 After the first three (3) months of employment, leave of absence with pay in each year of employment is allowable on account of general illness as follows:

(a) in the first year of employment: one (1) work day for each full month worked, up to a total of six (6) work days, with full pay,

(b) in the second year of employment: not more than ten (10) work days with full pay,

(c) in the third, fourth, and fifth years of employment: not more than twenty (20) work days with full pay, and not more than forty-five (45) work days with half pay,

(d) in the sixth to tenth years of employment: not more than sixty-five (65) work days with full pay, and not more than sixty-five (65) work days with half pay,

(e) in the eleventh to fifteenth years of employment: not more than sixty-five (65) work days with full pay, and not more than one hundred and ninety-five (195) work days with half pay,

(f) in the sixteenth to twentieth years of employment: not more than one hundred and thirty (130) work days with full pay, and not more than one hundred and thirty (130) work days with half pay,

Article 23 (cont'd)

23.02 (g) in the twenty-first and subsequent years of employment: not more than one hundred and ninety-five (195) work days with full pay, and not more than sixty-five (65) work days with half pay,

(h) for the purpose of Section 23.02 "employment" includes salaried employment and also any prior employment on wages provided that there is no break in government service.

23.03 Any leave taken under general illness is in addition to and shall not include leave granted on account of casual illness.

23.04 Notwithstanding Section 23.02, or 23.03, an employee is not eligible to receive sick leave benefits under this Article if

(a) the absence is due to an injury while in the employ of any other employer, nor is he eligible for any sick leave benefits for any subsequent absences caused by that injury, or

(b) the absence is due to pregnancy or a self-inflicted injury.

23.05 When a day designated as a paid holiday under Article 19 falls within a period of general illness it shall be debited as a day(s) of general illness and under no circumstances shall an employee be authorized both a day(s) of general illness and a holiday(s) for the same day(s).

23.06 This Article is subject to Article 24.

ARTICLE 24

Proof of Illness

24.01 The Employer may request a medical certificate in respect of any absence taken under Article 22.

24.02 The Employer shall request a medical certificate for any absence under Article 23.

Article 24 (cont'd)

24.03 The Employer may require that an employee be examined by a medical board

(a) in the case of prolonged or frequent absence due to general illness, or

(b) when it is considered that an employee is unable to satisfactorily perform his duties due to disability or illness.

24.04 Pursuant to Section 24.03, if requested, an employee shall be entitled to have his personal physician or another physician of his choice be a member of the medical board or to act as his counsel before the medical board. Expenses incurred under this Section shall be paid by the employee.

ARTICLE 25

Family Illness

25.01 An employee may be granted leave with pay (or part thereof) for a period of one (1) work day if there is an illness in his immediate family. Immediate family shall mean: wife, husband, son, daughter, mother, and father.

25.02 A leave of absence granted to an employee under Section 25.01 shall be only for the purpose of making arrangements for the care of the person that is ill.

ARTICLE 26

Bereavement Leave

26.01 In the event of the death of a member of an employee's immediate family, the employee may be allowed leave with pay for a period of up to three (3) consecutive working days. In addition, he may be granted up to two (2) days for travel and shall be paid for those travel day(s) which are not regularly scheduled days of rest.

26.02 Members of the employee's immediate family are defined as the employee's spouse, parent, guardian, parent-in-law, grandparent, son, daughter, brother, sister or the husband or wife of any of them.

ARTICLE 27

Maternity Leave

27.01 An employee may be granted leave without pay for maternity reasons for a period not exceeding six (6) months from the date of leaving to the date of return provided that she has completed one (1) year of continuous service at the time of application and that she applies three (3) months prior to her scheduled date of confinement.

27.02 An employee granted leave without pay for maternity reasons pursuant to Section 27.01 shall be returned to her former position or be placed in another position at a comparable salary level within the same department upon her return to work.

27.03 The Employer shall determine the date that maternity leave commences.

27.04 An employee who has completed one (1) year of continuous service and resigns for maternity reasons and who is re-employed in any capacity within six (6) months from the date of her resignation shall be considered to have been on leave without pay.

ARTICLE 28

Change of Domicile

28.01 An employee who maintains a self-contained household, and who changes his place of residence which necessitates the moving of his household effects during his normal working hours may, for the purpose of moving his household effects, be granted one (1) work day's leave with pay.

ARTICLE 29

Court Leave

29.01 When an employee is summoned to appear in court in his official capacity to give evidence or to produce government records, he shall be allowed leave with pay, but any witness fee receivable by him shall be paid to the employing department.

Article 29 (cont'd)

29.02 When an employee is summoned to appear in court as a witness in his private capacity

(a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any witness fee receivable by him shall be paid to the employing department,

(b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the employing department, but any witness fee receivable by him shall be paid to the employing department.

ARTICLE 30

Leave on Election Days

30.01 The Employer will ensure that any employee eligible to vote on either a National Election or a Provincial or Municipal plebiscite or referendum shall have the necessary time off in which to vote in accordance with the appropriate Act.

ARTICLE 31

Workmen's Compensation

31.01 If an employee sustains an injury in the course of his duties with the Government of Alberta and is eligible to receive Workmen's Compensation, he shall be paid his regular full salary for his total period of sick leave entitlement on full and half pay, and if the employee is unable to return to work when this period expires, he shall then be paid according to the rate prescribed by the Workmen's Compensation Act.

31.02 Payments made in respect to absences under this clause shall not reduce the employee's sick leave entitlement.

ARTICLE 32

Grievance Procedure

32.01 Definitions:

(a) "Days" means calendar days,

(b) "Employer" means the deputy head of the employing department or his representative for the purpose of this Article,

(c) "Probationary Employee" means an employee who occupies an established position for a trial period and who has no recourse to the grievance procedure on dismissal.

32.02 When a grievance arises it shall be dealt with in the manner outlined in the following sections, except that a grievance may not be presented on a matter where an appeal procedure is already provided by or under an Act, including but not limited to

(a) the classification process, or

(b) the evaluation of an instructor's or teacher's preparation.

32.03 Designated Officers

The Deputy Head shall advise all employees in his department by poster, or by some other appropriate means of notification, as to the name and title of the designated officer at each level in the grievance procedure.

32.04 Informal Discussion

An employee should first discuss the subject of the proposed grievance with his immediate supervisor in an attempt to resolve the matter.

32.05 Level 1

(a) An employee who wishes to pursue a grievance must submit it in writing within fourteen (14) days of the date upon which the subject of the grievance occurred. The grievance must be submitted to his immediate supervisor, except that where it is impractical to submit it to the immediate supervisor, it may be sent by registered mail directly to the designated officer at level 1.

Article 32 (cont'd)

32.05 Level 1

(b) A grievance shall be normally presented upon the Official Grievance Form, provided that a grievance shall not be deemed invalid by reason of the fact that it is not in accordance with the prescribed form.

(c) The immediate supervisor shall

(i) forward the grievance to the designated officer authorized to reply at level 1, or

(ii) reply to the grievance directly if he is the designated officer.

(d) The designated officer at level 1 shall normally submit a written reply to the employee within fourteen (14) days of the submission of the grievance.

32.06 Level 2

(a) When an employee is not satisfied with the answer or settlement he received from the designated officer at level 1 he may, if he has the approval of the Association, submit his grievance to the designated officer at level 2 either directly or, where practical, through his immediate supervisor.

(b) A submission at level 2 must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at level 1, or

(ii) if the designated officer at level 1 fails to submit the written reply within the time limit specified in subsection (d) of Section 32.05, within fourteen (14) days after the expiry of that time.

(c) The designated officer at level 2 shall normally submit a written reply to the employee within fourteen (14) days of the submission of the grievance at level 2 and shall submit a copy of his reply to the Association.

32.07 Level 3

(a) When an employee is not satisfied with the answer or settlement he received from the designated officer at level 2 he may, if he has the approval of the Association, submit his grievance to the designated officer at level 3 either directly or, where practical, through his immediate supervisor.

Article 32 (cont'd)

32.07 Level 3

(b) A submission at level 3 must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at level 2, or

(ii) if the designated officer at level 2 fails to submit the written reply within the time limit specified in subsection (c) of Section 32.06, within fourteen (14) days after the expiry of that time.

(c) The designated officer at level 3 shall normally submit a written reply to the employee within fourteen (14) days of the submission of the grievance at level 3 and shall submit a copy of his reply to the Association.

(d) For the purpose of this procedure, the decision given by the designated officer at this level shall be final and binding upon the employee unless the grievance is a "class of grievance" that may be referred to the Public Service Grievance Board pursuant to subsection (a) (i) and (ii) of Section 32.08.

32.08 Level 4

(a) If an employee is not satisfied with the answer or settlement he received from the designated officer at level 3, he may submit his grievance to the Chairman of the Grievance Board, provided that

(i) it is a grievance on the application, interpretation or alleged violation of the Articles of this Collective Agreement or on a disciplinary action resulting in dismissal, suspension, demotion or a financial penalty, and

(ii) he has the approval of and is represented by the Association, except in the case of dismissal where neither Association approval nor representation is mandatory.

(b) A submission to the Chairman of the Grievance Board must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at level 3, or

(ii) if the designated officer at level 3 fails to submit the written reply within the time limit specified in subsection (c) of Section 32.07, within fourteen (14) days after the expiry of that time.

Article 32 (cont'd)

32.09 Time Limits

(a) Subject to subsection (d), if an employee does not submit a grievance to the next higher level within the time limits stipulated in Section 32.05, 32.06, 32.07, or 32.08, as the case may be, then the grievance shall be deemed to be abandoned and all rights of recourse to the grievance procedure for that particular grievance shall be at an end.

(b) When it is necessary to use the postal service to process a grievance, all correspondence between the Employer and employee shall be by registered mail.

(c) When a grievance is processed by registered mail, the grievance shall be deemed to have been submitted on the day on which it is postmarked and it shall be deemed to have been received by the designated officer on the day it is delivered. Similarly, the designated officer shall be deemed to have submitted a reply at any level on the date on which the letter containing the reply is postmarked; the time limit within which the employee may submit his grievance at the next higher level shall be calculated from the date on which the designated officer's reply was delivered to the address shown on the grievance form.

(d) The time limits between levels may be extended by mutual agreement of the Employer and the Association.

32.10 Variance from Normal Grievance Procedure

(a) A grievance may initially be presented beyond level 1 with the approval of the deputy head, where the deputy head is of the opinion that

(i) the nature of the grievance is such that a decision cannot be given below a particular level of authority, or

(ii) the organization of the department makes it impossible to process a grievance through each level of the procedure.

(b) In the case of a dispute arising from Demotion, Suspension or Dismissal, the grievance shall initially be presented at level 3 except where the Employer notifies the employee involved in the dispute that he may present his grievance at level 4.

(c) When the Association refuses to represent a dismissed employee, the employee may present his own case before the Grievance Board or he may arrange to have someone else represent him.

Article 32 (cont'd)

32.11 Meetings During Grievance Procedure

(a) A liaison officer shall not leave his place of work to discuss a grievance with the Employer or an employee during working hours without first obtaining permission from his immediate supervisor to do so.

(b) Where practical, an employee who wishes to discuss his grievance with the Employer at any level of the grievance procedure shall obtain the permission of his immediate supervisor before leaving his place of work for this purpose and shall report back to his immediate supervisor before resuming his normal duties.

(c) An authorized Association representative shall not enter a place of work to discuss a grievance with an employee or employees without first obtaining permission from the Employer to do so.

(d) Permission requested under sub-section (a), (b), or (c) shall not be unreasonably denied.

32.12 Cost of Grievance Board

The cost sharing of the Grievance Board between the parties shall be as stipulated in the Grievance Procedure Regulations.

ARTICLE 33

Parking

33.01 An employee working at an institution not serviced by public transportation shall not be charged a fee for unreserved parking space.

ARTICLE 34

Health Plan Benefits

34.01 Premium cost of the Alberta Health Care Insurance Commission Plan will be borne equally by the Employer and employee.

ARTICLE 35

Group Life Insurance

35.01 The Employer will contribute one (1) dollar and forty-four (44) cents ($1.44) towards an employee's monthly premium payment in the group life insurance plan.

35.02 Participation in the Plan is a condition of employment for all regular full-time salaried employees hired subsequent to December 1st, 1971.

APPENDIX "A"

Instructors and Teachers

The following Articles in this Appendix are applicable only to instructors and teachers.

ARTICLE 36

Interpretation Instructors and Teachers

36.01 Interpretation

(a) "Increment" means the difference between one period and the next period within a pay range.

(b) "Maximum Salary" means the highest salary rate within a pay range.

(c) "Pay Range" means a pay range set out for

(i) instructors in Supplement No. 5, Supplement No. 6 and Supplement No. 7 if applicable, and

(ii) teachers in Supplement No. 8, Supplement No. 9 and Supplement No. 10 if applicable;

exclusive of the long service increment.

(d) "Period" means a salary rate within a pay range.

ARTICLE 37

Application of Salary Ranges and Modifications (Instructors)

37.01 The Deputy Head may designate, a maximum instructor preparation level for a position, beyond which credit for salary purposes shall not be allowed, and such maximum designation shall be made known to all applicants.

ARTICLE 38

Instructor Review Procedure

38.01 The Public Service Commissioner shall appoint a member of the Instructor Preparation Standards Committee to be the Chairman of all review boards to ensure board decisions comply with the Manual of Instructor Preparation Standards.

38.02 An instructor may, in writing to the chairman, request of the review board a review of any statement of preparation level made by the employing department.

38.03 A review board will be convened provided the case

(a) is not a presentation of information not yet considered by the evaluator for the department, and

(b) is not a second or subsequent attempt to have an evaluation under the same unchanged principles reviewed, and

(c) is challenging the application of the principles, not the wording or philosophy of same, and

the instructor may make a presentation to the board in person.

38.04 The chairman shall notify the Deputy Head of the employing department and the Civil Service Association of Alberta when a valid request for review has been received and they shall each name to the chairman two members to act on the review board.

38.05 After considering the information presented by or on behalf of the appellant and the evaluator, the board shall within the terms of reference of the Manual of Instructor Preparation Standards, and within sixty (60) calendar days of the receipt of the request, make a decision on the case with respect to the level of the evaluation, and the implementation date if such decision results in a level change.

Article 38 (cont'd)

38.06 The decision of the board under Section 38.05 is final and binding on all concerned during the period which the principle supporting the evaluation remains unchanged.

38.07 When the principles governing evaluation are changed no review will be entertained by the board before the case has been evaluated by the employing department.

ARTICLE 39

Teacher Review Procedure

39.01 If a teacher questions the evaluation of his qualifications he shall obtain an evaluation from the Teacher Salary Qualification Board and the decision of that Board shall be final.

ARTICLE 40

Notice of Resignation and Termination

40.01 A teacher or instructor who resigns from the Public Service shall give in writing a minimum of six (6) weeks' prior notice of his resignation.

40.02 (a) A teacher or instructor who resigns from the Public Service and who does not give notice as required by Section 40.01 shall, in lieu of leave earned but not taken, be paid salary at the rate of

(i) one and one-quarter (1¼) work days, or

(ii) when he has been employed for a period or periods comprising fifteen (15) years or more, at the rate of one and two-thirds (1-2/3) work days,

for each full calendar month employed.

(b) A teacher or instructor who has permanent appointment and fails to provide ten (10) work days' prior written notice of resignation shall forfeit from his final salary payment or pension contributions refund the amount of salary representative of the number of days by which notice falls short of ten (10) work days.

Article 40 (cont'd)

40.03 If a teacher or instructor resigns from the Public Service while on vacation leave or within twenty-two (22) work days of returning from vacation leave, and does not give notice as required by Section 40.01, his entitlement for the period of work in respect of which that vacation leave was granted may be recalculated at the rate prescribed by Section 40.02 and any over-payment to the employee as determined by such recalculation shall be recoverable by the Provincial Treasurer and may be forfeited from any final salary payments or pension refund.

ARTICLE 41

Vacation Leave

41.01 For the purpose of this Article the following definitions apply:

(a) "Full week" means any five (5) days worked. For purposes of this definition a paid holiday specified in Article 19 shall be considered a day worked provided the work day immediately preceding or following it is worked.

(b) "Instructor" includes all positions allocated to a class in the Instructor Class Series not receiving the "V" modifier as defined in Supplement No. 6 of this Agreement.

(c) "Principal" means

(i) the Medical Superintendent of the Alberta School Hospital, Red Deer;

(ii) the President of an Institute of Technology, the Supervisor of a Vocational School or the Principal of an Agricultural and Vocational College established under the Department of Advanced Education;

(iii) the Superintendent of the School for the Deaf;

(iv) the Superintendent of an institution or the Warden of a provincial gaol established under the Attorney General's Department;

(v) such officials as may be designated by the deputy head of the employing department in cases not covered by sub-clauses (i) - (iv) inclusive.

Article 41 (cont'd)

41.01 (d) "Teacher" includes all positions allocated to a class in the Teacher Class Series, except those employed by the Correspondence School Branch, and includes those at the Alberta Hospital, Red Deer classified as Educational Therapist or Sense Training Therapist.

(e) "Work day" means any day other than

(i) a Saturday

(ii) a Sunday, or

(iii) a paid Holiday specified in Article 19.

41.02 Each teacher and instructor shall

(a) earn vacation at the rate of one (1) work day for each full week worked, and

(b) subject to Article 40 be paid for any leave earned but not taken at the time of termination.

41.03 Notwithstanding Section 41.02 (a) a Principal may require that an instructor forfeit a portion of leave, to a maximum of one half (½) of the entitlement specified in Section 41.02 (a), to complete an inservice training course in pedagogy, provided that the period of training shall be considered as time worked for the purpose of earning further vacation leave.

41.04 Section 41.03 may be invoked for one (1) period of training only.

41.05 A teacher or instructor on financially assisted education leave shall receive vacation entitlement at the rate of

(a) one and one-quarter (1¼) work days for each full month on such leave for employees with less than fifteen (15) years of service, and for any residual period of less than (1) one full month, one half (½) work day for each full week, not to exceed a total of one and one-quarter (1¼) work days per month, or

(b) one and two-thirds (1-2/3) work days for each full month on such leave for employees with fifteen (15) or more years of service, and for any residual period of less than one (1) full month, one half (½) work day for each full week, not to exceed a total of one and two-thirds (1-2/3) work days per month.

41.06 Leave shall be taken at such time as may be approved by the Principal or such officials as the Principal may designate.

Article 41 (cont'd)

41.07 When an employee is transferred to a position entitled to vacation under this Article any vacation leave entitlement earned under Article 21 shall remain in effect until taken and leave under this Article shall be earned on and from the date of transfer.

41.08 When a teacher or instructor is transferred to a position not entitled to vacation under this Article any entitlement earned under this Article shall remain in effect until taken and leave under Article 21 shall be earned on and from the date of transfer.

41.09 Vacation leave entitlement shall be earned during the first forty-four (44) consecutive work days of authorized sick leave but no such entitlement shall be earned in respect of the remainder of each such period of leave.

41.10 Unless otherwise provided for in this Article vacation leave shall be earned during the first five (5) work days taken as

(a) authorized leave with or without pay, or

(b) vacation taken as single days, or at a time other than in conjunction with the major portion of vacation,

but no vacation leave entitlement shall be earned in respect of any additional such leave during each academic year.

41.11 No vacation leave entitlement shall be earned while on Foreign Service.

41.12 No vacation leave entitlement shall be earned during any period of vacation taken except as provided by subsection (a) of Section 40.02 and/or subsection (b) of Section 41.10.

Duration of Agreement

(a) The duration of this Agreement shall be from May 1, 1972, to December 31, 1972 and from year to year thereafter until notice is served by either Party pursuant to Section 27 of the Public Service Act.

(b) Where notice is served by either Party under the provisions of Section 27 of the Act, this Agreement shall continue in effect until

(i) settlement is agreed upon and a new Agreement signed, or

(ii) if settlement is not agreed upon, then this Agreement shall remain in effect until a new Agreement is signed in accordance with the provisions of the Public Service Act.

(c) The attached supplements, except where it is explicitly stated that one of the Parties do not agree to the supplement(s), shall form part of this Agreement.

In witness whereof the Minister for Personnel has hereunto set his hand for and on behalf of Her Majesty in the Right of the Province of Alberta, and the President of the Civil Service Association of Alberta has hereunto set his hand for and on behalf of the Civil Service Association of Alberta.

WITNESS

MINISTER FOR PERSONNEL

WITNESS

PRESIDENT, CIVIL SERVICE ASSOCIATION OF ALBERTA

SUPPLEMENT NO. 1

CLASSES IN WHICH THE PROBATIONARY PERIOD IS 6 MONTHS

ADMINISTRATIVE AND ADMIN SUPPORT DIV.

Class Title

Junior Clerk
Clerk I-II
Junior Clerk Typist
Clerk Typist I-II
Clerk Stenographer I-II
Medical Records Librarian I
Switchboard Operator
Postal Clerk I
Stores Clerk
Stockkeeper I
Museum Aide
Comptometer Operator
Bookkeeping Machine Operator I
Posting Machine Operator
Key Punch Trainee
Key Punch Operator
Unit Record Operator I
Magnetic Tape Librarian I
Computer Assistant I
Duplicating Equipment Operator I
Photoprinter I
Paper Cutter
Bindery Clerk I
Court Orderly I
Judicial Clerk I
Land Titles Writer

TECHNICAL DIVISION

Class Title

Technologist I
Aerial Photographic Processor I
Laundry Technician I
Mobile X-ray Clinic Operator I
X-ray Technician I

TRADES AND RELATED SERVICES DIVISION

Class Title

Bricklayer
Carpenter I
Electrician I
Stage Electrician I
Painter I
Spray Painter
Sign Painter and Designer
Plasterer I
Control Fitter I
Plumber I
Sheet Metal Mechanic I
Steamfitter I
Elevator Maintenance Worker
Maintenance Worker I
Sewage Plant Operator
Fireman
Automotive Mechanic I
Blacksmith I
Machinist I
Welder I
Welder, Heavy Duty I

INSPECTIONAL, REGULATORY AND FIELD SERVICES DIVISION

Class Title

Radio Operator
Wildlife Culturist I
Fish Culturist I
Livestock Brand Inspector I
Driver Examiner I
Driver Instructor
Driver Examiner Trainee
Sheriff's Bailiff

Supplement No. 1 (cont'd)

GENERAL SERVICES DIVISION

Class Title

Office Equipment Mechanic I
Projectionist
Chauffeur
Garage Attendant
Museum Security Officer
Mobile Drill Operator
Automotive Equipment Operator I
Labourer
Utility Worker
Painter's Helper
Caretaker
Elevator Operator
Watchman
Guide
Groundsman
Farm Worker I
Light Duty Caretaker
Fuel Tax Dye Man

PARA-MEDICAL AND PATIENT SUPPORT SERVICES DIVISION

Class Title

Child Care Attendant
Ward Aide
Institutional Attendant
Nursing Orderly
Institutional Service Worker I
Institutional Service Worker II
Cleaning Porter
Kitchen Helper
Cook I
Meat Cutter
Baker I
Laundry Washman
Seamstress I
Hairdresser
Shoemaker
Barber
Tailor
Dental Assistant

SUPPLEMENT NO. 2

SCHEDULE OF CLASSES ELIGIBLE FOR OVERTIME

ADMINISTRATIVE AND ADMIN SUPPORT DIVISION

Class Title

Junior Clerk
Clerk I-II
Clerk III
Clerk IV
Clerk V
Junior Clerk Typist
Clerk Typist I-II
Clerk Typist III
Clerk Stenographer I-II
Clerk Stenographer III
Medical Records Librarian I
Medical Records Librarian II
Switchboard Operator
Postal Clerk I
Postal Clerk II
Postal Clerk III
Stores Clerk
Stockkeeper I
Stockkeeper II
Stockkeeper III
Museum Aide
Comptometer Operator
Bookkeeping Machine Operator I
Bookkeeping Machine Operator II
Posting Machine Operator
Key Punch Trainee
Key Punch Operator
Key Punch Supervisor I
Unit Record Operator I
Unit Record Operator II
Unit Record Operator III
Magnetic Tape Librarian I
Computer Assistant I
Computer Assistant II
Duplicating Equipment Operator I
Duplicating Equipment Operator II
Duplicating Equipment Operator III
Photoprinter I
Photoprinter II
Paper Cutter
Bindery Clerk I
Bindery Clerk II
Brand Recorder
Court Orderly I
Court Orderly II

ADMINISTRATIVE AND ADMIN SUPPORT DIVISION (cont'd)

Class Title

Judicial Clerk I
Judicial Clerk II
Land Titles Writer
Land Titles Examiner
Welfare Hostel Worker

TECHNICAL DIVISION

Class Title

Illustrator
Artist
Library Technician
Museum Technician I
Museum Technician II
Museum Display Artist I
Archives Technician I
Archives Technician II
Programmer
Educational Laboratory Technician
Technologist I
Technologist II
Technologist III
Communications Technician
Electronics Technician I
Electronics Technician II
Electronics Technician III
Emergency Measures Communication Technician
Audio Technician I
Audio Technician II
Photographer I
Photographer II
Film Editor and Color Technician
Motion Picture Photographer I
Motion Picture Photographer II
Aerial Photographic Processor I
Aerial Photographic Processor II
Horticulture Technician I
Horticulture Technician II
Medical Laboratory Technician I
Medical Laboratory Technician II
Laboratory Technician I

Supplement No. 2 (cont'd)

TECHNICAL DIVISION (cont'd)

Class Title
Laboratory Technician II
Laboratory Technician III
X-ray Technician I
X-ray Technician II
Electroencephalograph Technician
Environmental Engineering Technician
Aeronautical Engineering Technician
Audio Visual Aids Technician

TRADES & RELATED SERVICES DIVISION

Class Title
Bricklayer
Woodworking Machine Operator
Carpenter I
Carpenter II
Stage Carpenter I
Stage Carpenter II
Electrician I
Electrician II
Stage Electrician I
Stage Electrician II
Painter I
Painter II
Painter III
Spray Painter
Sign Painter and Designer
Plasterer I
Plasterer II
Control Fitter I
Control Fitter II
Plumber I
Plumber II
Sheet Metal Mechanic I
Sheet Metal Mechanic II
Steamfitter I
Steamfitter II
Elevator Maintenance Worker
Maintenance Worker I
Maintenance Worker II
Sewage Plant Operator
Fireman
Heating Plant Engineer
Power Plant Engineer (3rd Class)
Power Plant Engineer (2nd Class)
Automotive Mechanic I
Automotive Mechanic II

TRADES & RELATED SERVICES DIVISION (cont'd)

Class Title
Blacksmith I
Blacksmith II
Machinist I
Machinist II
Welder I
Welder II
Welder, Heavy Duty I
Welder, Heavy Duty II
Forestry Equipment Artisan
Engine Generator Technician

INSPECTIONAL, REGULATORY AND FIELD SERVICES DIVISION

Class Title
Radio Operator
Forest Communications Officer
Driver Examiner Clerk
Driver Examiner I
Driver Examiner II
Correction Officer I
Correction Officer II

GENERAL SERVICES DIVISION

Class Title
Office Equipment Mechanic I
Office Equipment Mechanic II
Office Equipment Mechanic III
Projectionist
Garage Attendant
Mobile Drill Operator
Automotive Equipment Operator I
Automotive Equipment Operator II
Automotive Equipment Operator III
Deep Mobile Drill Operator
Labourer
Utility Worker
Painter's Helper
Caretaker
Caretaker Foreman I
Caretaker Supervisor I
Elevator Operator
Watchman

Supplement No. 2 (cont'd)

GENERAL SERVICES DIVISION (cont'd)

Class Title
Museum Security Supervisor
Light Duty Caretaker
Museum Security Officer
Fuel Tax Dye Man
Guide
Groundsman
Gardener I
Gardener II

PARA-MEDICAL & PATIENT SUPPORT SERVICES DIVISION

Class Title
Child Care Attendant
Houseparent I
Houseparent II
Ward Aide
Senior Ward Aide
Institutional Attendant
Senior Institutional Attendant
Nursing Orderly
Psychiatric Nurse I
Psychiatric Nurse II
Certified Nursing Aide
Institutional Service Worker I
Institutional Service Worker II
Cleaning Porter
Kitchen Helper
Cook I
Cook II
Meat Cutter
Baker I
Baker II
Food Services Demonstrator
Laundry Washman
Laundry Supervisor I
Seamstress I
Seamstress II
Hairdresser
Shoemaker
Barber
Tailor
Dental Assistant
Rehabilitation Counsellor I
Rehabilitation Counsellor II
Child Therapy Counsellor I

PARA-MEDICAL & PATIENT SUPPORT SERVICES DIVISION (cont'd)

Class Title
Nurse I
Nurse II
Social Hygiene Clinic Nurse

SUPPLEMENT NO. 3

PAY GRID

SALARY PERIODS

GRADE	1	2	3	4	5	6	7*
5	3696	3804	3912	4032	4152	4296	4464
	308	317	326	336	346	358	372
6	3804	3912	4032	4152	4296	4464	4632
	317	326	336	346	358	372	386
7	3912	4032	4152	4296	4464	4632	4812
	326	336	346	358	372	386	401
8	4032	4152	4296	4464	4632	4812	5028
	336	346	358	372	386	401	419
9	4152	4296	4464	4632	4812	5028	5232
	346	358	372	386	401	419	436
10	4296	4464	4632	4812	5028	5232	5472
	358	372	386	401	419	436	456
11	4464	4632	4812	5028	5232	5472	5724
	372	386	401	419	436	456	477
12	4632	4812	5028	5232	5472	5724	5976
	386	401	419	436	456	477	498
13	4812	5028	5232	5472	5724	5976	6276
	401	419	436	456	477	498	523
14	5028	5232	5472	5724	5976	6276	6564
	419	436	456	477	498	523	547
15	5232	5472	5724	5976	6276	6564	6876
	436	456	477	498	523	547	573
16	5472	5724	5976	6276	6564	6876	7200
	456	477	498	523	547	573	600
17	5724	5976	6276	6564	6876	7200	7560
	477	498	523	547	573	600	630
18	5976	6276	6564	6876	7200	7560	7908
	498	523	547	573	600	630	659
19	6276	6564	6876	7200	7560	7908	8280
	523	547	573	600	630	659	690
20	6564	6876	7200	7560	7908	8280	8688
	547	573	600	630	659	690	724
21	6876	7200	7560	7908	8280	8688	9096
	573	600	630	659	690	724	758
22	7200	7560	7908	8280	8688	9096	9528
	600	630	659	690	724	758	794
23	7560	7908	8280	8688	9096	9528	9960
	630	659	690	724	758	794	830
24	7908	8280	8688	9096	9528	9960	10,428
	659	690	724	758	794	830	869
25	8280	8688	9096	9528	9960	10,428	10,944
	690	724	758	794	830	869	912
26	8688	9096	9528	9960	10,428	10,944	11,436
	724	758	794	830	869	912	953
27	9096	9528	9960	10,428	10,944	11,436	11,988
	758	794	830	869	912	953	999
28	9528	9960	10,428	10,944	11,436	11,988	12,552
	794	830	869	912	953	999	1,046
29	9960	10,428	10,944	11,436	11,988	12,552	13,152
	830	869	912	953	999	1,046	1,096
30	10,428	10,944	11,436	11,988	12,552	13,152	13,788
	869	912	953	999	1,046	1,096	1,149

SALARY PERIODS

GRADE	1	2	3	4	5	6	7*
31	10,944	11,436	11,976	12,552	13,152	13,788	14,448
	912	953	998	1,046	1,096	1,149	1,204
32	11,436	11,988	12,552	13,152	13,788	14,448	15,120
	953	999	1,046	1,096	1,149	1,204	1,260
33	11,988	12,552	13,152	13,788	14,448	15,120	15,852
	999	1,046	1,096	1,149	1,204	1,260	1,321
34	12,552	13,152	13,788	14,448	15,120	15,852	16,584
	1,046	1,096	1,149	1,204	1,260	1,321	1,382
35	13,152	13,788	14,448	15,120	15,852	16,584	17,364
	1,096	1,149	1,204	1,260	1,321	1,382	1,447
36	13,788	14,448	15,120	15,852	16,584	17,364	18,192
	1,149	1,204	1,260	1,321	1,382	1,447	1,516
37	14,448	15,120	15,852	16,584	17,364	18,192	19,068
	1,204	1,260	1,321	1,382	1,447	1,516	1,589
38	15,120	15,852	16,584	17,364	18,192	19,068	20,016
	1,260	1,321	1,382	1,447	1,516	1,589	1,668
39	15,852	16,584	17,364	18,192	19,068	20,016	21,012
	1,321	1,382	1,447	1,516	1,589	1,668	1,751
40	16,584	17,364	18,192	19,068	20,016	21,012	22,128
	1,382	1,447	1,516	1,589	1,668	1,751	1,844
41	17,364	18,192	19,068	20,016	21,012	22,128	23,292
	1,447	1,516	1,589	1,668	1,751	1,844	1,941
42	18,192	19,068	20,016	21,012	22,128	23,292	24,528
	1,516	1,589	1,668	1,751	1,844	1,941	2,044

* Indicates Long Service Increment Only

SUPPLEMENT NO. 4

ASSIGNMENT OF CLASSES TO PAY GRADES

The salaries listed in this Supplement are part of the 1971-72 Mediation Board Award and, since the Association is not in agreement with them, do not form part of this Agreement.

PROFESSIONAL DIVISION

Class Title	Pay Grade Assignment See 1972 Pay Grid
Economist I	23-25
Economist II	30
Industrial Assistance Rep	25
Industrial Development Officer	32
Dean of Residence II	22
Librarian I	24
Librarian II	26
Research Assistant Social Sciences	22
Research Officer Social Sciences	29
Asst Community Programmes Supvr	25-27
Community Programmes Supervisor	30
Community Recreation Consultant I	23-26
Community Recreation Consultant II	28
District Youth Representative I	22-25
District Youth Representative II	27
Museum Curator I	23-26
Museum Curator II	29
Archivist I	23-26
Archivist II	29
Land Surveyor I	28-29
Land Surveyor II	32
Landscape Architect I	27-28
Landscape Architect II	31
Planning Officer I	26-28
Planning Officer II	31
Geographer I	23-26
Geographer II	29
Fish & Wildlife Research Biologist	32
Biologist I	23-26
Biologist II	30
Meteorologist	28-30
Fire Weather Officer	32
Forester I	24-26
Forester II	30
Parks Planner	24-26
Home Economist I	22-24
Home Economist II	26
Veterinarian I	31
Veterinarian II	34
Trade Qualifications Test Tech	33
Financial Analyst I	31-32
Financial Analyst II	34
Human Rights Officer	24
Human Resources Development Officer	28-30
Assistant Land Titles Surveyor	31
Welfare Program Supervisor I	27
Welfare Program Supervisor II	31
Child Therapy Counsellor II	20
Social Worker I	18-22
Social Worker II	26-27
Social Worker III	29
Regional Welfare Administrator I	28
Regional Welfare Administrator II	30
Probation Officer I	20-22
Probation Officer II	26
Probation Officer III	28
Penal Classification Officer	22-24
Public Health Nutritionist	30
Nursing Consultant	27
Occupational Therapist I	20*2
Occupational Therapist II	22
Occupational Therapist III	24

PROFESSIONAL DIVISION (cont'd)

Class Title	Pay Grade Assignment See 1972 Pay Grid
Physiotherapist I	20*2
Physiotherapist II	22
Speech Therapist I	24
Speech Therapist II	26
Recreational Therapist	24
Psychiatric Social Worker I	20-22
Psychiatric Social Worker II	27-28
Psychologist I	21-22
Psychologist II	26-28
Alcoholism Counsellor I	18-22
Alcoholism Counsellor II	25-26
Dietitian I	22
Dietitian II	25
Laboratory Scientist I	23-26
Laboratory Scientist II	30
Pharmacist	26-27

ADMINISTRATIVE AND ADMIN SUPPORT DIVISION

Class Title	Pay Grade Assignment See 1972 Pay Grid
Junior Clerk	5-7
##Clerk I-II	5-11
##Clerk III	16
##Clerk IV	19
##Clerk V	22
Junior Clerk Typist	6-7
##Clerk Typist I-II	6-11
##Clerk Typist III	15
##Clerk Stenographer I-II	9-12
##Clerk Stenographer III	16
Medical Records Librarian I	16
Medical Records Librarian II	18

ADMINISTRATIVE AND ADMIN SUPPORT DIVISION (cont'd)

Class Title	Pay Grade Assignment See 1972 Pay Grid
Switchboard Operator	8
Postal Clerk I	13
Postal Clerk II	15
Postal Clerk III	17
Postal Supervisor	21
##Administrative Officer I	24
Improvement District Administrator	27
Municipal Inspector I	24-26
Municipal Inspector II	30
Tax Sale Inspector	22
Assessor I	19-21
Assessor II	24
Assessor III	27
Property Agent & Appraiser I	25
Property Agent & Appraiser II	27
Property Agent & Appraiser III	30
Rental Agent I	23
Rental Agent II	26
Mineral Tax Assessor	24
Chief Mineral Tax Assessor	27
Accountant I	24
Accountant II	27
Fuel Oil Tax Auditor I	23
Timber Auditor I	23
Timber Auditor II	26
Tobacco Tax Auditor	23
Stores Clerk	12
Stockkeeper I	14
Stockkeeper II	16
Stockkeeper III	18
Stockkeeper IV	21
Buyer I	21-22
Buyer II	25
Buyer III	27
Surplus Equipment Disposal Officer	23

ADMINISTRATIVE AND ADMIN SUPPORT DIVISION (cont'd)

Class Title	Pay Grade Assignment See 1972 Pay Grid
Information Officer I	23
Information Officer II	27
Travel Bureau Officer I	20
Travel Bureau Officer II	22
Auditorium Services Supervisor	27
Art Custodian	23
Museum Aide	15
Comptometer Operator	9-11
Bookkeeping Machine Operator I	9-11
Bookkeeping Machine Operator II	14
Posting Machine Operator	6
Key Punch Trainee	5*3
Key Punch Operator	11-13
Key Punch Supervisor I	18
Key Punch Supervisor II	23
Unit Record Operator I	12
Unit Record Operator II	18
Unit Record Operator III	23
Unit Record Supervisor I	27
Magnetic Tape Librarian I	19
Magnetic Tape Librarian II	24
Computer Assistant I	17
Computer Assistant II	21
Console Operator I	26
Console Operator II	28
Duplicating Equipment Operator I	13-14
Duplicating Equipment Operator II	18
Duplicating Equipment Operator III	23
Photoprinter I	14
Photoprinter II	17
Photoprinter III	19
Paper Cutter	12
Bindery Clerk I	9
Bindery Clerk II	12
Graphic Services Supervisor	26
Brand Recorder	19
Film Censor Board Member	22
Insurance Investigator	23
Securities Investigator I	23
Securities Investigator II	26
Credit Union Examiner I	23
Credit Union Examiner II	26
Co-operative Activities Examiner	24
Co-operative Development Officer	26
Legal Offices Examiner	23
Milk Control Inspector	22
Consumer Affairs Research Officer	28
Pension Plan Analyst	24
Senior Pension Plan Analyst	26
Court Orderly I	10
Court Orderly II	13
Judicial Clerk I	12
Judicial Clerk II	17
Judicial Clerk III	21
Court Reporter I	18
Court Reporter II	20
Court Reporter III	22
Estates Investigator	17
Assistant Estates Officer	21
Estates Officer I	24
Land Titles Writer	16
Land Titles Examiner	21
Welfare Hostel Worker	15
Hostel Manager I	23
Hostel Manager II	25
Emergency Measures Officer I	25
Emergency Measures Officer II	28
Emergency Measures Officer III	30
Hospital Administration Examiner I	27
Hospital Administration Examiner II	29
Nursing Homes Administration Examiner	23
Alcoholism Education Counsellor I	25-26

TECHNICAL DIVISION

Class Title	Pay Grade Assignment See 1972 Pay Grid
Illustrator	16
Artist	22
Library Technician	16-18
Library Assistant	21
Community Programmes Instructor	22
Museum Technician I	21
Museum Technician II	23
Museum Display Artist I	21
Museum Display Artist II	23
Museologist I	27
Museologist II	30
Archives Technician I	17
Archives Technician II	22
##Programmer	21-22
Programmer Analyst I	27
Specification Writer	26
Architectural Artist	29
Environmental Engineering Technician	24
Aeronautical Engineering Technician	23
Education Laboratory Technician	19-21
Audio Visual Aids Technician	22
Technologist I	15
Technologist II	18-21
Technologist III	23
Technologist IV	25
School Building Plans Examiner	25
Interior Design Technician	25
Interior Design Supervisor	27
Communications Technician	24
Communications Liaison Officer	29
Electronics Technician I	20-22
Electronics Technician II	24
Electronics Technician III	27
Emer Measures Comm Tech	20
Audio Technician I	22*4
Audio Technician II	24*4

Class Title	Pay Grade Assignment See 1972 Pay Grid
Photographer I	18
Photographer II	20
Film Editor and Color Technician	23
Motion Picture Photographer I	23
Motion Picture Photographer II	25
Aerial Photographic Processor I	16
Aerial Photographic Processor II	19
Aerial Photographic Processor III	24
Fish and Wildlife Technician	20-22
Horticulture Technician I	17
Horticulture Technician II	19
Dental Auxiliary	18
Medical Laboratory Technician I	18*2
Medical Laboratory Technician II	23
Laboratory Technician I	10
Laboratory Technician II	15
Laboratory Technician III	18-21
Laboratory Technician IV	23
Mobile X-ray Clinic Operator I	14
Mobile X-ray Clinic Operator II	19
X-ray Technician I	18*2
X-ray Technician II	22
X-ray Technician III	24
Radiation Health Officer I	24
Radiation Health Officer II	26
Electroencephalograph Technician	19
Industrial Health Analyst	23-24

TRADES AND RELATED SERVICES DIVISION

Class Title	Pay Grade Assignment See 1972 Pay Grid
Woodworking Machine Operator	18
Carpenter Shop Supervisor	27*4
Stage Carpenter I	23*4
Stage Carpenter II	25*4
Electrical Supervisor I	30*4
Stage Electrician I	26*4
Stage Electrician II	28*4
Sign Painter and Designer	19
Painter Supervisor	25*4
Contract Painting Inspector	25*4
Control Fitter I	22*4
Control Fitter II	24*4
Plumber Supervisor I	29*4
Sheet Metal Supervisor	29*4
Contract Roofing Inspector	26*4
Elevator Maintenance Worker	25*4
Maintenance Supervisor I	27*4
Maintenance Supervisor II	29*4
Sewage Plant Operator	17
Fireman	16

	Hiring Rate	Job Rate
Heating Plant Engineer	659	690
Asst Chief Heating Plant Engineer	758	794
Power Plant Engineer 3rd Class	794	830
Power Plant Engineer 2nd Class	912	953
Asst Chief Power Plant Engineer 3rd Cl	869	912
Asst Chief Power Plant Engineer 2nd Cl	999	1046

Engine Generator Technician	22*4
Automotive Mechanic I	21*4
Automotive Mechanic II	23*4
Blacksmith I	20*4
Blacksmith II	22*4
Machinist I	22*4
Machinist II	24*4
Welding Supervisor	27

Class Title	Pay Grade Assignment See 1972 Pay Grid
Mechanical Equipment Shop Supvr I	25
Highway Heavy Equipment Instructor	22*4
Highway Shop & Equipment Inspector	28
Forestry Equipment Artisan	26

[For Remainder of Trades and Related Services Division Classes see Supplement No. 11.]

INSPECTIONAL, REGULATORY AND FIELD SERVICES

Class Title	Pay Grade Assignment See 1972 Pay Grid
Special Areas Fieldman	24
Construction Inspector I	27*4
Construction Inspector II	29*4
Radio Operator	17
Forest Communications Officer	19
Road Foreman I	24
Road Foreman II	26
Special Areas Roads and Equip Supt	28
Forestry Road Supervisor	30
Land Examiner	24
Right of Entry Arbitration Bd Insp	23
Geophysical Investigator	24
Surface Reclamation Council Member	27
Wildlife Culturist I	15
Wildlife Culturist II	18
Fish Culturist I	14
Fish Culturist II	16
Fish Culturist III	18
Fish and Wildlife Officer I	18
Fish and Wildlife Officer II	21
Fish and Wildlife Officer III	24

INSPECTIONAL, REGULATORY AND FIELD SERVICES (cont'd)

Class Title	Pay Grade Assignment See 1972 Pay Grid
Lookout	16
Senior Lookout	18
Airport Keeper I	19
Airport Keeper II	21
Forestry Warehouseman I	17
Forestry Warehouseman II	19
Para Cargo Officer	23
Aircraft Dispatcher	24
Fire Control Dispatcher	26
Forestry Land Use Co-ordinator	25
Timber Scaling Supervisor	28
Forestry Officer I	18-20
Forestry Officer II	22
Forestry Officer III	24
Parks Officer I	18
Parks Officer II	21
Parks Officer III	24
Agricultural Officer I	16
Agricultural Officer II	19
Agricultural Officer III	23
Livestock Brand Inspector I	17*3
Livestock Brand Inspector II	19
Livestock Brand Inspector III	21
Livestock Brand Inspection Suprv	23
Livestock Medicine Inspector	21
Livestock Investigator	22
Grazing Reserve Attendant I	16
Grazing Reserve Attendant II	19
Boiler & Press Vessel Insp Eng I	28*5
Boiler & Press Vessel Insp Eng II	32
Boiler & Press Vessel Insp Eng III	34
Electrical Inspector I	29*4
Electrical Inspector II	31*4
Electrical Inspector III	34
Electrical Inspection Specialist	35
Gas Inspector I	28*4
Gas Inspector II	30*4
Gas Inspector III	32
Gas Inspection Specialist	32
Plumbing Inspector I	30*4
Plumbing Inspector II	32
Trade Qualifications Inspector I	27*4
Trade Qualifications Inspector II	29*4
Trade Qualifications Inspector III	31
Forestry Safety Analyst	22
Elevator & Fixed Conveyance Insp I	27*4
Elevator & Fixed Conveyance Insp II	29*4
Fire Inspector I	22*3
Fire Inspector II	24*3
Fire Inspector III	26*2
Theatre Inspector	22
Chief Theatre Inspector	24
Pipe Lines Inspector	30
Mines Inspector	32
Mines Electrical Inspector	32
Driver Examiner Trainee	12*3
Driver Examiner I	16
Driver Examiner II	18
Driver Examiner III	20
Driver Instructor	17-18
Driver Training Co-ordinator	22
Motor Vehicle Safety Officer I	18
Motor Vehicle Safety Officer II	20
Inspection Service Patrol Officer I	20
Inspection Service Patrol Officer II	22
Inspection Service Patrol Officer III	24
Mobile Equipment License Inspector	19
Industrial Relations Inspector I	22-23
Industrial Relations Inspector II	25
Sheriffs Bailiff	12

INSPECTIONAL, REGULATORY AND FIELD SERVICES (cont'd)

Class Title	Pay Grade Assignment See 1972 Pay Grid
Metis Colony Manager I	19
Metis Colony Manager II	22
Correction Officer I	17*2
Correction Officer II	19
Correction Officer III	21
Assistant Prison Factory Supervisor	19
Prison Factory Supervisor	21
Public Health Inspector	23

GENERAL SERVICES DIVISION

Class Title	Pay Grade Assignment See 1972 Pay Grid
Office Equipment Mechanic I	8-11
Office Equipment Mechanic II	17
Office Equipment Mechanic III	21
Office Equipment Mechanic Supvr	25
Building Superintendent I	16
Building Superintendent II	19
Building Superintendent III	23
Projectionist	19
Chauffeur	16*4
Garage Attendant	11*4
Mobile Drill Operator	21*4
Automotive Equipment Operator I	15*4
Automotive Equipment Operator II	17*4
Automotive Equipment Operator III	21*4
Deep Mobile Drill Operator	22*4
Transport Superintendent	23
Labourer	13*5
Utility Worker	17
Labourer Supervisor	20
Painters Helper	15
Light Duty Caretaker	11*5

GENERAL SERVICES DIVISION (cont'd)

Class Title	Pay Grade Assignment See 1972 Pay Grid
Caretaker	13*5
Caretaker Foreman I	14*5
Caretaker Foreman II	16*4
Caretaker Foreman III	18*4
Caretaker Supervisor I	14*5
Caretaker Supervisor II	16*4
Caretaker Supervisor III	18*4
Elevator Operator	9
Watchman	12
Museum Security Supervisor	17
Museum Security Chief	22
Fire Prevention and Safety Officer	19
Guide	13*4
Caretaker Services Inspector	19
Custodial Consultant	24
Museum Security Officer	13
Groundsman	12
Gardener I	14
Gardener II	16
Gardener III	18
Gardener IV	20
Farm Worker I	12
Farm Worker II	14
Farm Manager I	20
Farm Manager II	22
Fuel Tax Dye Man	15

PARA-MEDICAL AND PATIENT SUPPORT SERVICES

Class Title	Pay Grade Assignment See 1972 Pay Grid
Dean of Residence I	17
Rehabilitation Counsellor I	15-17
Rehabilitation Counsellor II	19
Rehabilitation Counsellor III	21
Child Therapy Counsellor I	15-17
Public Health Nurse	[illegible]
Social Hygiene Clinic Nurse	21
Social Hygiene Clinic Investigator	23
Social Hygiene Supervisor I	25
Child Care Attendant	8
Houseparent I	15
Houseparent II	17
Houseparent III	22
Ward Aide	8-13
Senior Ward Aide	14
Institutional Attendant	14
Senior Institutional Attendant	16
Nursing Orderly	14*2
Psychiatric Nurse I	20
Psychiatric Nurse II	22
Psychiatric Nurse III	24
Certified Nursing Aide	11-13
Nurse I	20
Nurse II	22
Nurse III	24
Occupational Therapy Aide	14-15
Occupational Therapy Woodworker	18
Sense Training Therapist	15
Recreational Therapy Aide	14-15
Recreational Therapy Assistant	15-16
Institutional Service Worker I	7*2
Institutional Service Worker II	8*2
Cleaning Porter	11
Institutional Service Supervisor I	10
Institutional Service Supervisor II	12
Institutional Service Supervisor III	16

Class Title	Pay Grade Assignment See 1972 Pay Grid
Kitchen Helper	11
Cook I	14
Cook II	16
Cook III	20
Cook IV	22
Meat Cutter	13
Baker I	16
Baker II	18
Food Services Demonstrator	14
Cafeteria Services Supervisor	25
Laundry Washman	12
Laundry Supervisor I	12
Laundry Supervisor II	15
Laundry Supervisor III	20
Laundry Supervisor IV	23
Seamstress I	7*2
Seamstress II	10
Seamstress III	13
Hairdresser	10
Shoemaker	13
Barber	13
Tailor	13
Dental Assistant	8

EDUCATIONAL SERVICES DIVISION

Class Title	Pay Grade Assignment See 1972 Pay Grid
Educ. Media Prod'n Co-ord	28
Conservation Training Officer I	23
Conservation Training Officer II	25
Examination Evaluation Officer	28
Education Exam Development Officer	30
Asst Co-ord of Visual Education	25

EDUCATIONAL SERVICES DIVISION (cont'd)

Class Title	Pay Grade Assignment See 1972 Pay Grid
Co-ordinator of Visual Education	29
Asst Co-ordinator School Broadcasts	26
Co-ordinator of School Broadcasts	29
Instructor	Supplement No. 7
Instructor-Senior V Z	Supplement No. 7
Instructor-Supervisor	Supplement No. 7
Teacher Z	Supplement No. 10
Teacher-Senior V X	Supplement No. 10
Teacher-Supervisor V X	Supplement No. 10
Dietary Services Program Co-ord	29
Vocational Education Projects Offr	33
Supvr Bus Management Training	30
Nursing Instructor I	24
Nursing Instructor II	27
Nursing Instructor III	29
Nursing Aide School Instructor	23
Educational Therapy Aide	14
Educational Therapist I	20
Educational Therapist II	23
X-ray Instructor	22
Laboratory Instructor I	23
Laboratory Instructor II	27

*2 - Indicates periods 2, 3, 4, 5, 6
*3 - Indicates periods 3, 4, 5, 6
*4 - Indicates periods 4, 5, 6
*5 - Indicates periods 5, 6

- Indicates some positions in class excluded from Collective Agreement

SUPPLEMENT NO. 5

INSTRUCTOR CLASS SERIES

Class	Pay Range
5501 - Instructor	The pay ranges outlined in Supplement No. 7 shall apply.
5502 - Instructor-Senior	The pay ranges outlined in Supplement No. 7 shall apply plus one increment. **
5503 - Instructor-Supervisor	The pay ranges outlined in Supplement No. 7 shall apply plus two increments. **

** - When the Instructor Basic Pay Schedule is exceeded, additions to that schedule shall be calculated by adding 4.7%, or 4.7% compounded the necessary number of times, to the long service increment of the basic pay schedule.

SUPPLEMENT NO. 6

INSTRUCTOR SALARY MODIFICATIONS

An instructor with a special assignment as indicated below shall subject to the approval of the Public Service Commissioner be compensated in accordance with the following salary modifications which shall be applied in each case to the pay range of his relevant preparation level within the class to which his position is allocated.

Modifier

(1)	"V"	2 increments higher **	Instructors designated by the deputy head, as not being entitled to vacation pursuant to Article 41.
(2)	"Z"	1 increment higher **	Instructors in isolated locales, or of students with physical handicaps or behavioral disorders.

(3) Where a position includes circumstances not specifically covered by the above modifiers, the Public Service Commissioner may apply such modifications as may be appropriate.

NOTE: When the above modifiers are used conjointly, the calculation of each additional modifier shall be based on the instructor's total salary, including any modifiers already applied.

** - When the Instructor Basic Pay Schedule is exceeded, additions to that schedule shall be calculated by adding 4.7%, or 4.7% compounded the necessary number of times, to the long service increment of the basic pay schedule.

SUPPLEMENT NO. 7

1972 INSTRUCTOR BASIC PAY SCHEDULE

PAY RANGES

Levels	A	B	C	D	E	F
Pay Period						
Minimum - 1	7236	7656	8112	8604	9120	9660
	603	638	676	717	760	805
2	7584	8028	8496	9000	9540	10,116
	632	669	708	750	795	843
3	7920	8400	8904	9420	9984	10,584
	660	700	742	785	832	882
4	8304	8784	9312	9876	10,464	11,076
	692	732	776	823	872	923
5	8700	9204	9756	10,344	10,968	11,616
	725	767	813	862	914	968
6	9108	9636	10,212	10,824	11,472	12,156
	759	803	851	902	956	1,013
7	9528	10,104	10,716	11,328	12,012	12,732
	794	842	893	944	1,001	1,061
8	9972	10,572	11,208	11,880	12,576	13,320
	831	881	934	990	1,048	1,110
Maximum - 9	10,452	11,064	11,724	12,432	13,176	13,956
	871	922	977	1,036	1,098	1,163
Long Service	10,956	11,604	12,288	13,008	13,788	14,628
Increment	913	967	1,024	1,084	1,149	1,219

The salaries listed in this Supplement are part of the 1971-72 Mediation Board Award and, since the Association is not in agreement with them, do not form part of this Agreement.

SUPPLEMENT NO. 8

TEACHER CLASS SERIES

Class	Pay Range
5551 - Teacher	The pay ranges outlined in Supplement No. 10 shall apply.
5552 - Teacher-Senior	The pay ranges outlined in Supplement No. 10 shall apply, plus one increment.
5553 - Teacher-Supervisor	The pay ranges outlined in Supplement No. 10 shall apply, plus two increments.

SUPPLEMENT NO. 9

TEACHER SALARY MODIFICATION

A teacher with a special assignment as indicated below shall, subject to the approval of the Public Service Commissioner, be compensated in accordance with the following salary modification, which shall be applied in each case to the pay range of his relevant preparation level within the class to which his position is allocated.

Modifier

(1)	"Z" 1 increment higher	Teachers of classes for the deaf, physically handicapped, and those with behavioral disorders, or in isolated locales.

(2) Where a position includes circumstances not specifically covered by the above modifier, the Public Service Commissioner may apply such modifications as may be appropriate.

SUPPLEMENT NO. 10

1972 TEACHER BASIC PAY SCHEDULE

Levels	A	B	C	D	E	F
Pay Period						
Minimum - 1	4872	5304	5544	6060	8016	8784
	406	442	462	505	668	732
2	5088	5544	5796	6348	8388	9204
	424	462	483	529	699	767
3	5304	5796	6060	6648	8784	9636
	442	483	505	554	732	803
4	5544	6060	6348	6972	9204	10,092
	462	505	529	581	767	841
5	5796	6348	6648	7284	9636	10,560
	483	529	554	607	803	880
6	6060	6648	6972	7644	10,092	11,064
	505	554	581	637	841	922
7	6348	6972	7284	8016	10,560	11,592
	529	581	607	668	880	966
8	6648	7284	7644	8388	11,064	12,132
	554	607	637	699	922	1,011
9		7644	8016	8784	11,592	12,720
		637	668	732	966	1,060
10		8016	8388	9204	12,132	13,320
		668	699	767	1,011	1,110
11		8388	8784	9636	12,720	13,956
		699	732	803	1,060	1,163
Maximum - 12			9204	10,092	13,320	
			767	841	1,110	
Long Service	6972	8784	9636	10,560	13,956	14,628
Increment	581	732	803	880	1,163	1,219

The salaries listed in this Supplement are part of the 1971-72 Mediation Board Award and, since the Association is not in agreement with them, do not form part of this Agreement.

SUPPLEMENT NO. 11

Trade Classes for which salary rate determination is 93% of the union contract rates until December 31, 1972.

Bricklayer
Carpenter I
Carpenter II
Electrician I
Electrician II
Painter I
Painter II
Painter III
Spray Painter
Plasterer I
Plasterer II
Plumber I
Plumber II
Sheet Metal Mechanic I
Sheet Metal Mechanic II
Steamfitter I
Steamfitter II
Maintenance Worker I
Maintenance Worker II
Welder I
Welder II
Welder Heavy Duty I
Welder Heavy Duty II

The salaries listed in this Supplement are part of the 1971 - 72 Mediation Board Award and, since the Government is not in agreement with them, do not form part of this Agreement.